

Smoke Signals

A Publication of Hampton Division of Fire & Rescue

MARCH 2013

"Citizens First Because We Care"



From the Fire Chief

I am happy to announce that we have completed the hire of 18 new recruits allowed under the SAFER Grant, which includes 10 veterans. SAFER was created to provide funding directly to fire departments and volunteer firefighter interest organizations to help them increase the number of trained, "front line" firefighters available in their communities.

This grant award specifically funds the salaries and benefits of 18 additional firefighter positions to help achieve staffing requirements recommended in NFPA 1710. Hampton will enhance staffing at 4 of its 11 stations, from 3 to 4 on 2 additional pieces of apparatus, improving firefighter safety and effectiveness on the fireground. With enhanced staffing levels, the customers we serve could see a reduction in response times and an increase in the number of trained personnel arriving at their home, business, or area of congregation. Ultimately, the SAFER award allows us to achieve more efficient responses and safer incident scenes thereby ensuring Hampton has improved protection from fire and fire-related hazards.

Initial invoices for the collection of the new Inspection Fee went out early February 2013. This project was one of the Division's initiatives to generate revenue for the City. The annual fee is charged to all individuals, entities or companies that own commercial property within the city. It facilitates community risk reduction measures for the city, in order to improve the safety and health of our citizens and customers. Successful implementation of this fee required the cooperation, expertise, creativity and dedication of individuals from several departments and even the local business community. Thanks to Assistant Chief Wilson, Sue Knopfle and Sabrina Strykowski of the Prevention Section, to the Finance Department and Treasurer's Office, and Egg-

gleston Services SBH Center for the assistance provided with this project.

Largely due to the efforts of Assistant Chiefs Michael Birdsong and Tracy Hanger, along with the EMS supervisors and Fleet Services, we have all 10 medic units in service.

Final inspection of the 3 engines and 2 squads was conducted mid-February at the Pierce Plant in Appleton, WI. Acceptance testing was performed on the engines in Richmond during the week of March 4th. Several modifications were made to the Squads, which will delay their delivery until the end of the month. The 75' Ladder is expected around the same time frame and the 105' Ladder and Tower Truck are expected by the end of April.

Assistant Chief Birdsong is currently working to ensure that all equipment, appliances, and hose comply with NFPA inventory standards. Our goal is to aggressively replace all handlines and supply hose within the next 12 months. New hydraulic tools have also been ordered for the squads and aerial apparatus.

These are the highlights of some of our most recent accomplishments as a Division. I encourage all to check your emails on a regular basis, review Senior Staff Meeting minutes and Organizational Goals on our Intranet site to keep abreast of all of the latest developments.

Thank you for all you do. Stay Safe!

Fire Chief David E. Layman

IN THIS ISSUE

TRFA #139 | INVEST IN YOURSELF | WHO IS IT? | THE NEW FACES OF EMS TRAINING | TRAINING SECTION UPDATE | GAVIN MATHENEY RECOGNIZED | EMPLOYEE SPOTLIGHT | CHIEF SWORN IN AS VFCA 2ND VP | BY THE NUMBERS | THE MAKING OF A FIRE TRUCK | BIRTHDAYS

TRFA Class #139 Graduates



Tidewater Regional Fire Academy (TRFA) Class #139, hosted by Newport News Fire Department, graduated on Thursday, January 3, 2012 at Jefferson Lab. The class theme was "Dig Deep." TRFA is a full time, 16-week recruit school. Instructors are state certified training officers from the participating Hampton Roads Region fire departments. Recruits receive a combination of classroom, hands-on and practical evolution training in all basic firefighting areas. Hampton had 4 students in the class.

Above Left: Fire Chief David Layman, FF Leslie Book, FF Anthony Bylski, FF Kyle Williamson, FF Jasper Gutierrez, and Asst. Chief Craig Topping, Training Director. Above Right: Asst. Chief Topping is pictured with other members of the Training staff, Instructors Scott Doggette, Nick Bonniville, and Lt. Anthony Brylewski.



Gavin Matheney Recognized

L to R: Medic Firefighters Wayne Woodcock and Reese Williamson are pictured with Gavin Matheney and Lt. Steve DeMillo.

Gavin was recognized by the Bethel Station crew and presented with a Certificate of Appreciation and a goodie bag for his quick thinking in calling 911 when his mother lost consciousness and passed out at home.

He was able to provide good information to the dispatchers and aid the medics who found his mother on the floor upon their arrival.

Invest in Yourself



Periodically, people ask me, “what can I do to get promoted?” My first answer is always – know your job and do your job. However, the real answer goes much deeper than that. I then ask, “how would your peers describe your work ethic and are you a supporter of the organization or are you a naysayer or complainer?” Are you in the game for yourself or others, including those that you serve daily? If you put others before self, you are engaging in servant leadership, but that is a topic for another discussion.

Are you hung up in the past or are you looking to the future? Many people equate future success with what they have accomplished in the past. If they have been successful in their current position, they believe they have “earned the right” to be promoted. This is not the case. You must be prepared to assume the responsibilities of the higher level to be promoted.

Doing a great job at the present level, does not automatically equate to promotion to the next.

Additionally, many people get focused on the minimum requirements, and once they have been met, they are ready for promotion. Eligibility for promotion and actually realizing promotion should not be confused with one another. In many cases, being the number two candidate is simply not good enough.

Next I ask, “have you fully invested in yourself?” Most people give me a puzzled look after this one. In order to succeed, everyone must invest in themselves. How much? Commit to whatever it takes. Everyone in our organization should set annual personal goals for themselves.

As an example, on Day 1, every recruit should set two goals – to successfully complete both TRFA and EMT-I. They need to invest the required time, attention, and energy to achieve these goals or their ability to become a Medic Firefighter will be lost. As goals, these are pretty serious motivators.

Additionally, every one of us should invest in becoming the best that we can be. Everyone should seek all opportunities available, not only those provided on-duty or compensated by the City. Every employee should be a life-long learner. This is easily said, but not easily accomplished.

What goals have you set for yourself over the last five years and how many have you achieved? If you are a ten or twenty year employee, have you set goals every year and have you continually obtained them? There is a saying, “are you a twenty year veteran or are you a one year veteran with twenty years longevity”?

Several months ago, an employee made a statement to me that the Division had not provided enough training opportunities to a departing employee. Again, you can’t always wait for someone to provide it or do it for you. Success requires you to invest in yourself.

Seek training opportunities on your own and invest your time and energy to obtain an associate’s degree. Once you have obtained it, start toward completing a bachelor’s degree, and so forth. Continually seek higher levels of fire and EMS certifications. Don’t settle on the minimum requirements; develop a habit of exceeding them.

Use every opportunity provided by the City, but don’t limit your investment to what the City provides you. Don’t be afraid to use your own time and money to invest in your future. **It’s your future.** The difference between success and failure may ultimately be determined by you because you failed to adequately invest in yourself.

Remember, most successful members of organizations usually have at least one thing in common; they invested in themselves over their entire careers. Don’t wait. Start now. Invest in yourself!

Dep. Chief H. Monty Willaford
Operations

The New Faces of EMS Training



As the Division enters the arena of accredited EMS education we do so with some of the most state of the art simulation equipment available today.

In the summer of 2011, the Division purchased a pre-hospital MetiMan who we named Gus. Gus is an anatomically correct manikin capable of many functions that make our EMS training more realistic. These functions include airway management, ECG generation and electrical therapy, IV/IO access, and plular decompression just to name a few. About the only thing he can't do is walk. The computer software that controls Gus is extremely sophisticated and is pathophysiology driven, which simply means it allows Gus to respond to interventions in real time. Those Division members that have treated Gus have described their encounter with him as freakishly real.

In addition to Gus, in the summer of 2012, the Division was awarded a 100% funded grant from the Virginia Office of EMS to purchase additional simulation equipment to support our EMS training. With that grant we acquired a high-fidelity simulation manikin from Laerdal.

This manikin, known as SimMan, has similar capabilities as Gus. We also purchased a pediatric simulation manikin from Laerdal. Kelly as he is called allows us to provide simulated training for pediatric emergencies and has many similar capabilities to the adult simulation manikins.

Just this month the Division was awarded another 100% funded grant from the Virginia Office of EMS to purchase yet another simulation manikin. In the next few weeks we will be adding a SimBaby to our family. This acquisition will surely enhance our EMS educational abilities, particularly pediatric training.

As the Division plunges into accredited EMS education the future of our EMS training program is promising. We are equipped to meet the demands of the new National Education Standards and welcome the challenges of training our members utilizing the latest and greatest tools available today.

See you in the lab!

Lt. Erik Stauffenberg
EMS Training Coordinator

Who Is It?



Be the first to correctly identify this coworker and win a red coffee mug with the Division logo. Your guess should be submitted by email; no phoned in responses will be accepted. Only the first person to correctly identify the item will be awarded a mug. One guess per person. Email to, lcherry@hampton.gov.

No one correctly guessed the item in the January issue, a first-stage regulator. I'm sure it was because it was so obvious to everyone that you assumed someone had already responded with the correct response.



Chief Sworn in as VFCA 2nd Vice President

Chief Layman was sworn in, by Virginia Beach Mayor Will Sessoms, as 2nd Vice President of the Virginia Fire Chiefs Association during the opening ceremony of the Mid-Atlantic Expo & Symposium on February 23, 2013.

Organized in 1930 as the State Fire Chiefs Association of Virginia, the VFCA is an advocate of emergency response organizations across the Commonwealth. The Annual Conference is held in Virginia Beach each February.

Chief Layman attended his first board meeting in August 2012 as the Division 5 representative. However, movement on the board allowed him to move into the 2nd VP slot.



Pictured are the VFCA President, Fire Chief Steve Cover of Virginia Beach Fire Department; 1st Vice President, Fire Chief Dave Hockback of Roanoke City Fire Department, and 2nd Vice President Fire Chief David Layman.

Photo: Susan Rueger

Training Section Update

The Training Section has been diligently working on many different projects for the betterment of the Division over the past few months. On February 6, 2013, the Training Section was successful in obtaining full accreditation from the Office of EMS to run the Fire Division's first, fully-accredited EMT-Intermediate program. The success of this program could not have been achieved without the meticulous oversight from Lt. Stauffenberg, Instructor Browne, and all of the field training officers that supported this program. The Office of EMS representative was extremely pleased and all of our members involved in the process were praised for the overall preparation and execution of the program.

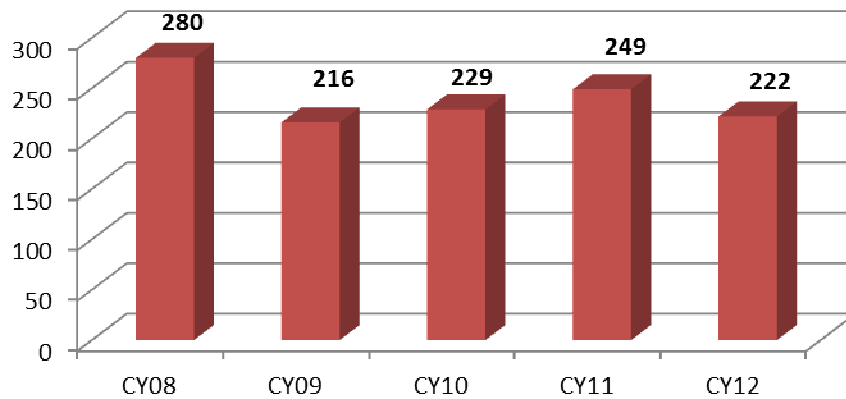
The Training Section has also been very busy with executing the terms of the SAFER grant that was awarded on December 21, 2013. The SAFER Grant gave the Fire Division a rare opportunity to hire an additional 18 firefighters that will increase the minimum staffing levels on at least 2 apparatus. Of course these candidates have to go through training; therefore Lt. Kappes and Inst. Flores have been assigned to coordinate TRFA 144, which will begin March 4, 2013. Class 144 will be held locally at the HDFR Training Center. Additionally, Lt. Brylewski and Inst. Bonnaville are coordinating TRFA 143 which is being held at the NNFD Training Center and has 10 HDFR recruits, of which one is an active member with Phoebus Volunteer Fire Company. The Division is expecting 27 newly trained career firefighters to hit the floor by the end of the end of the year.

Lastly, the Fire Division would like to welcome Scott Doggette to the team in his new, official role. After an external search, he has graciously accepted the position of Recruitment, Retention, and Training Support Specialist. Mr. Doggette has been a long standing, active member within our volunteer ranks for many years and will bring a vast amount of experience with him to accomplish this assignment. Mr. Doggette will assist in various recruitment ventures promoting the HDFR for both career and volunteer candidates.

Asst. Chief Craig Topping
Training Section

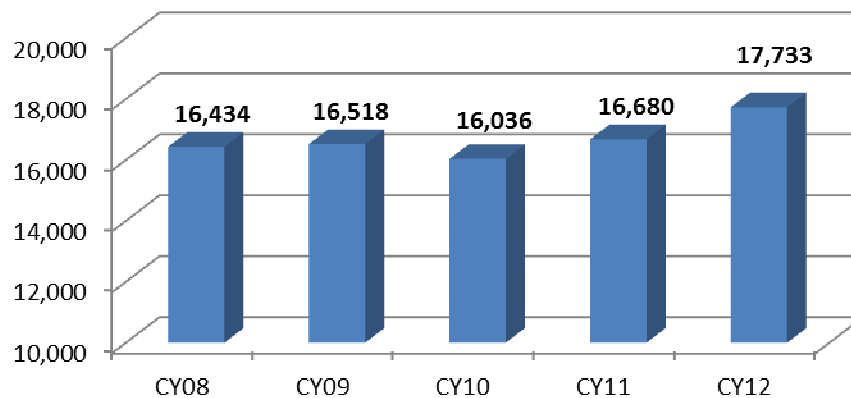
Structure Fires by Year 2008-2012

Five year average = 239 per year



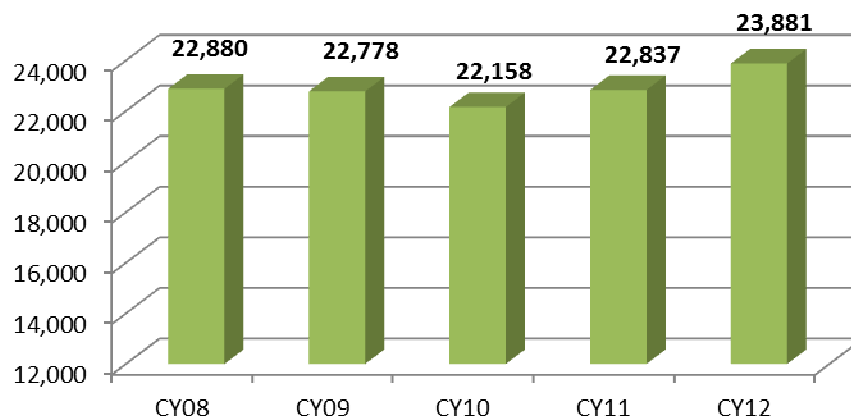
EMS Calls by Year 2008-2012

Five year average = 16,680 per year



All Call Types by Year 2008-2012

Five year average = 22,907 per year



Employee Spotlight



Medic Firefighter Christopher D. Crowell is a local, born at the old Hampton General Hospital and raised in Newport News where his mom still resides.

Chris' interest in the fire service was sparked as a child watching the fire trucks respond up and down the street with lights on and sirens blaring. Then later, having the opportunity to visit the fire station, talk with firefighters, and see the apparatus up close and personal. He also credits his mom for placing him in a position to be successful by enrolling him in vocational classes at New Horizons where he earned his EMT-B upon graduation. Earning that certification allowed him to work as an EMT with Lifeline Ambulance Service in York County prior to joining the fire service.

He began volunteering with Hampton Fire & Rescue's Northampton Fire Company back in 2000, and after all of the twists and turns of his fire service career, he is currently assigned as a career member of that very station. As a volunteer with Northampton, he earned Firefighter I & II certifications. In 2002, he was picked up by Newport News Fire Department where he stayed for just a year before transferring to Norfolk Fire-Rescue. He enjoyed his 7 years with Norfolk and values the experience of having worked in a more urban environment with a very aggressive and very busy department.

In 2009, while working for Norfolk, he became a WAE Firefighter with Hampton Fire. In 2012, he decided it was time to make the full transition and was hired by Hampton in August of that year. He lives in Hampton with his wife of 18 months, and his two children from a previous relationship. The convenience of being closer to home is one reason for the change, but being able to give up the headache of the tunnel traffic probably ranks even higher on the list.

He enjoys the camaraderie of his current crew and describes himself as easygoing. Others describe him as fun-loving and good natured. The one thing that most



people don't know about him, he says, is that he can be serious, and that he is really quite shy. After having interviewed him, I have a hard time believing the latter, but will take his word for it (*wink-wink*).

One challenge that he sees in the fire service in general is medic rotation. Burnout and compromised patient care can result from not having adequate time off of the medic unit.

Chris is currently beginning work on his Paramedic. He recently applied for the Heavy Tactical Rescue Team (HTR) and has set his goals for at least the next 5 years. In that timeframe, he hopes to have successfully completed Command School and become a Lieutenant.

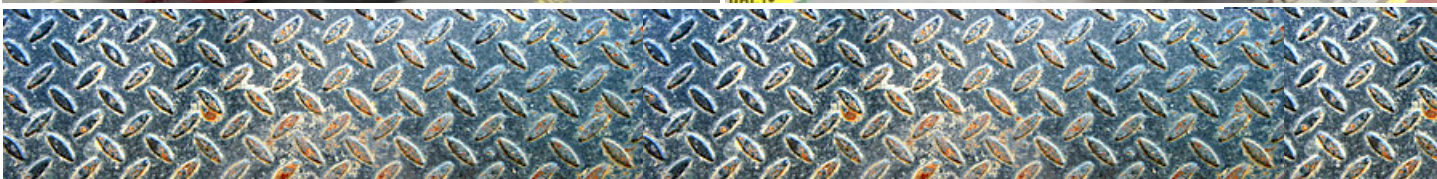
His proudest accomplishments are obtaining his Intermediate certification and becoming a medic, and just being a good provider for his family. In his time away from the station he enjoys music—listening to it and making it, drawing, and cutting hair. He is looking forward to learning how to hunt as well, a skill that I am sure he will pick up, as it is shared by so many of his fire service brethren.

Lynn Cherry-Miller
Fire Chief's Office

The Making of a Fire Truck

To see the full progress of the new fire apparatus being built at Pierce Mfg. in Appleton Wisconsin go to: <http://www.atlanticemergency.com> > Fire & Emergency > Trucks in Production > scroll down to Hampton VA. Only a small sampling of photos are included in this article.

Hampton VA 26148- This is new Quint 10 under construction. The photos under the 02-07-2013 date show what the truck looks like with just the cab mounted, then the body was mounted and the plumbing, wiring and compartment components being added to the truck. The actual aerial device is being manufactured at another plant down the road from Pierce and will be installed at a later date.



Photos continued next page

The Making of a Fire Truck

Enjoy the current photo progression online at: <http://www.atlanticemergency.com>. Assistant Chief Michael Birdsong, Logistics





March Birthdays

FARRELL, ROBERT J
MILLER, JR, JAMES S
WOODCOCK, JR, SIDNEY W
WILLAFORD, HAROLD M
FOX, ANGELIA M
LYNCH, MICHAEL C
KUDLEY, LAUREN N
BAKER, JAMES C
YOUNG, STEVEN M
WILLIAMS, JEREMIAH H
MOORE, MATTHEW B
SALVIO, JOSEPH R
HERB, JR, EDWARD C
BAILEY, JR, JOE C
RASTATTER, DAVID A
WATTERTON, KEVIN J
HANGER, TRACY L
HAYNES, ROBERT L
GREEN, MICHAEL S
SCALESE, DEREK M
KEARNEY, GREGORY S
LAZAR, SHAWN M

April Birthdays

NICELY, JEREMY A
DEMPSEY, KEVIN O
GRAHAM, JASON D
LOWRY, DWAYNE L
LUCAS, THOMAS J
THORNBURG, KAREN F
VEACH, TRAVIS M
MARSHALL, CHRISTOPHER B
BELL, JEFFREY S
VAN ES, JR, EDWARD A
BANTON, CHRISTOPHER T
PEREIRA, JEFFREY W
JOHNSON, KEVIN L
SEELY, JASON R
BARILLA, MICHAEL J
PRICE, RANDALL S
BURCH, PATRICK B
DOGGETTE, SCOTT M
KING, BRAD M
LOPEZ, ROBERT
MORELOS, JOSEPH N
PETERS, DAVID A
SALVIO, JAMI S
KOVACH, BRIAN R
CROCKETT, EMMETT C
SEYLLER, STEPHEN A
TOPPING, JR, JOHN D
WALLACE, JAMES B
FARINHOLT, JR, ROBERT C
SIBERT, AMANDA D
VAN ES, EDWARD A
CARPENTER, JOSHUA B



SUBMISSION DEADLINE FOR MAY ISSUE

Monday, April 15th
Submit Your Info, Suggestions, Questions to:
Lynn, Icherry@hampton.gov